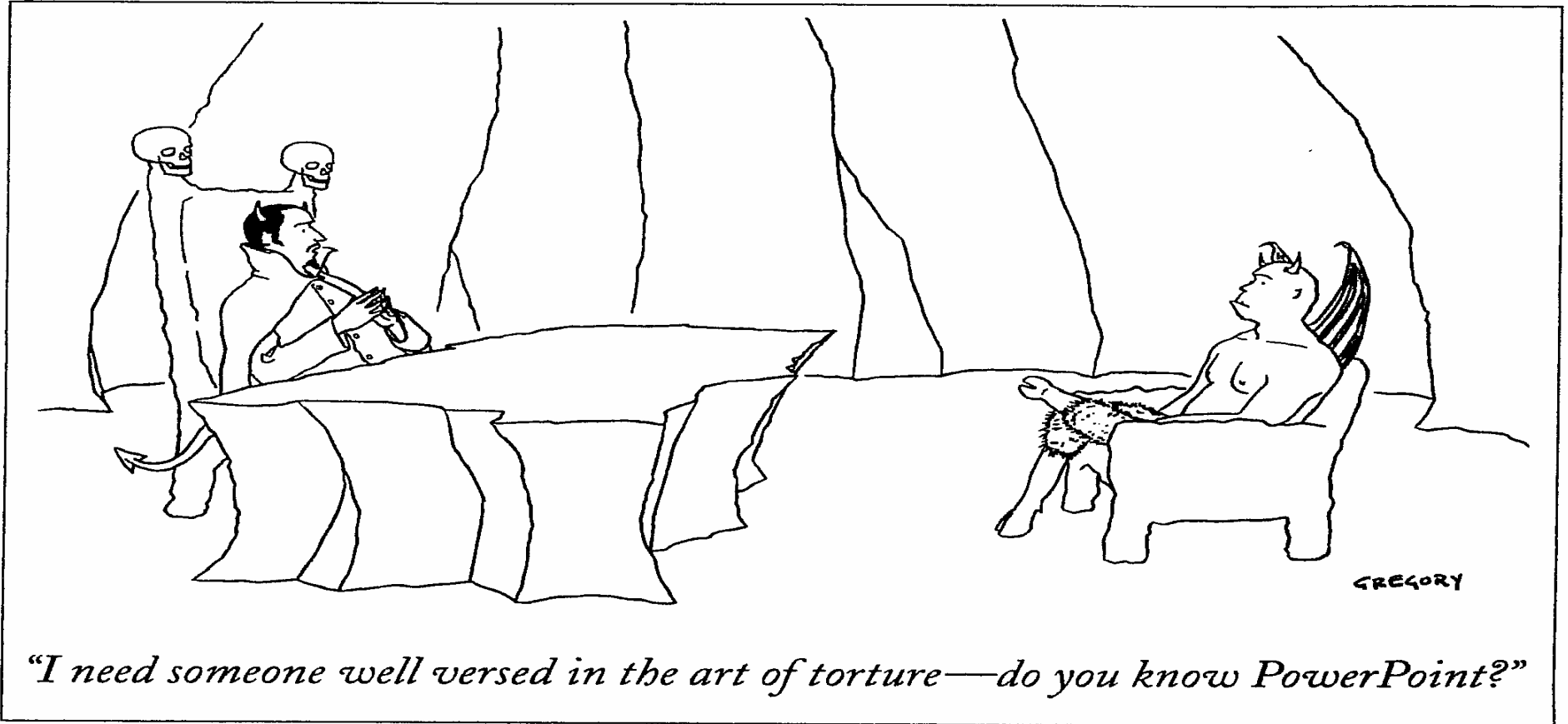


# Ohio's Journey in Employment 1999 - 2007

**Doug Bailey, Manager  
Community Employment  
Ohio Department of Mental Health  
(614)466-9989  
BaileyD@mh.state.oh.us**

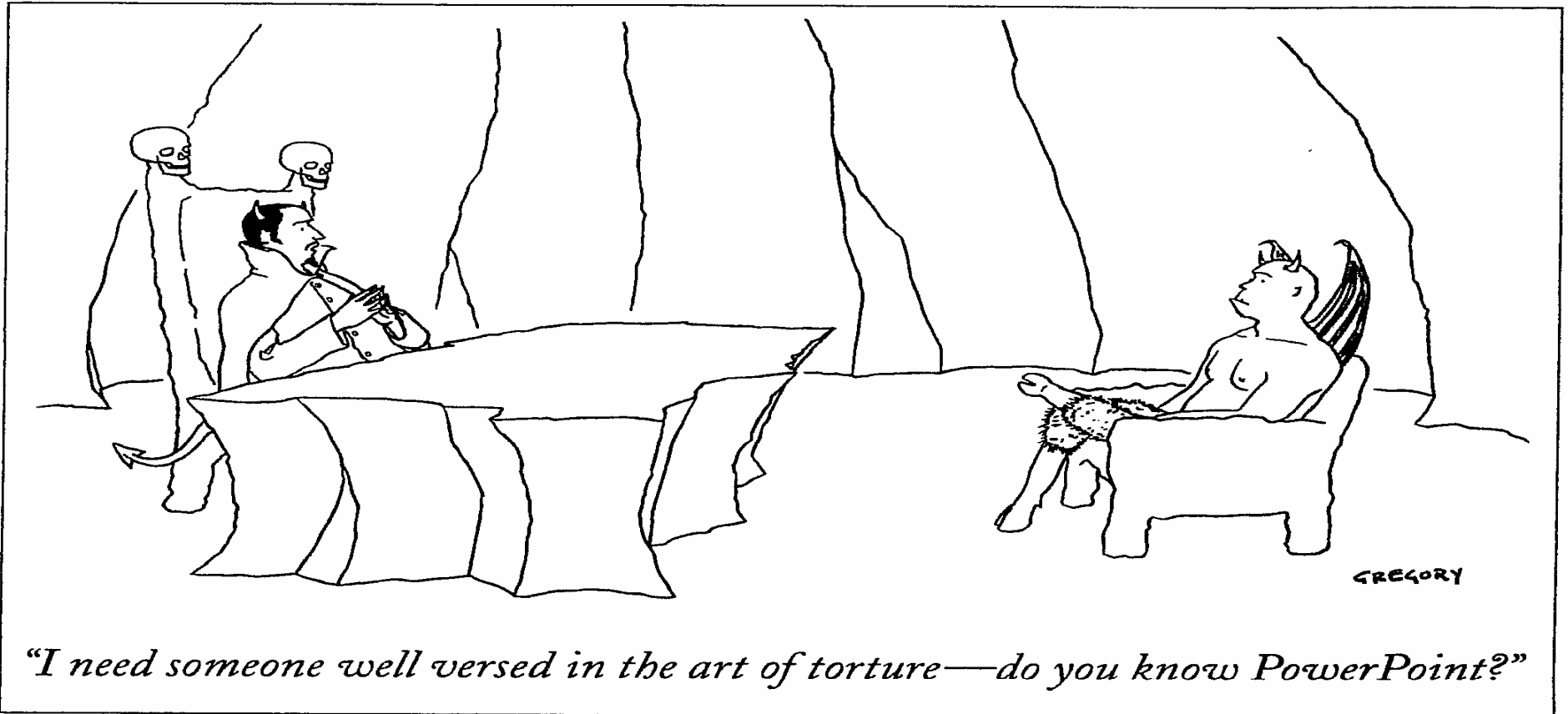


# ...yet another presentation



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# ...tough interview



# ODMH Longitudinal Consumer Outcomes Study - 1999

Top two unmet needs identified by consumers are:

- 1) Vocational assistance
- 2) Finding out about services

Page 3

The “Employment Gap” is huge - 59% of consumers want to work....

but only 16% reported working for any pay (included sheltered & transitional work)

Page 7

# Stakeholder Symposium 2001

Two days with  
95 participants

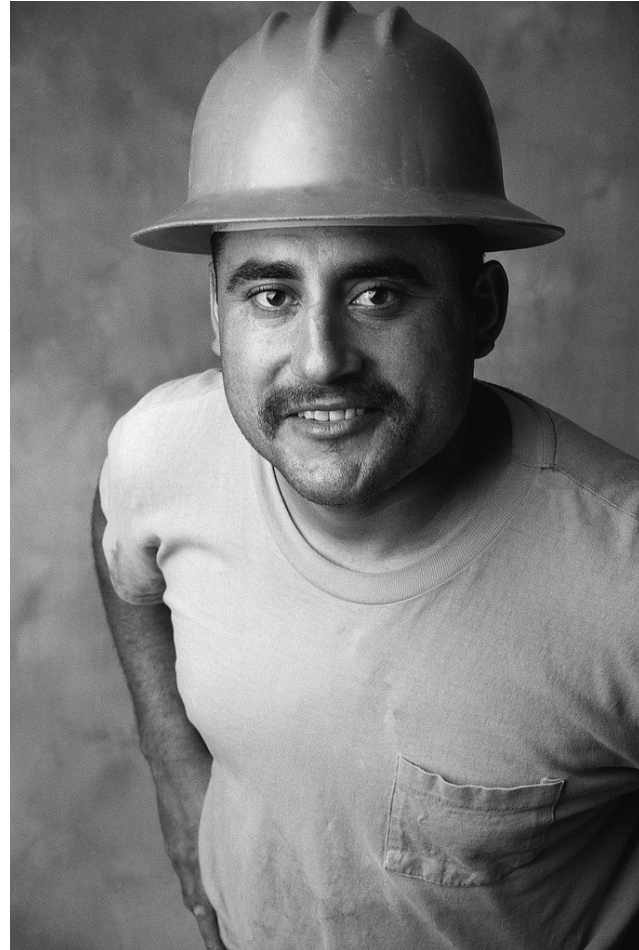


Evolved into five “Action Teams”

D. Bailey, ODMH 2007

# 2001 Symposium Vision Statement

“There will be a five-fold increase in employment for people with mental illness within five years.”



# Five Dreams (a.k.a. Objectives, a.k.a. Desired State)



- 1) Persons recovering from a serious mental illness will have the option to work and pay premiums to secure Medicaid coverage



# Five Dreams (a.k.a. Objectives, a.k.a. Desired State)

- 2) Every consumer will experience vocational planning at the point of intake into the public mental health system.





# Five Dreams (a.k.a. Objectives, a.k.a. Desired State)



3) Joint state agency funding will target vocational and employment services for people recovering from serious mental illness.

# Five Dreams (a.k.a. Objectives, a.k.a. Desired State)

- 4) The entire mental health system will support competitive employment of consumers.



# Five Dreams (a.k.a. Objectives, a.k.a. Desired State)



5) Research-validated best practices in assisting people with mental illness to be employed are routinely disseminated and practiced statewide.

## **Five Action Teams 2001 in Ohio**

- Research & Evaluation
- Inter-Agency System Collaboration
- Intra-System Reform
- Education & Training
- Advocacy & Legislative Action

## **Five Areas for Innovation 2007 in Washington**

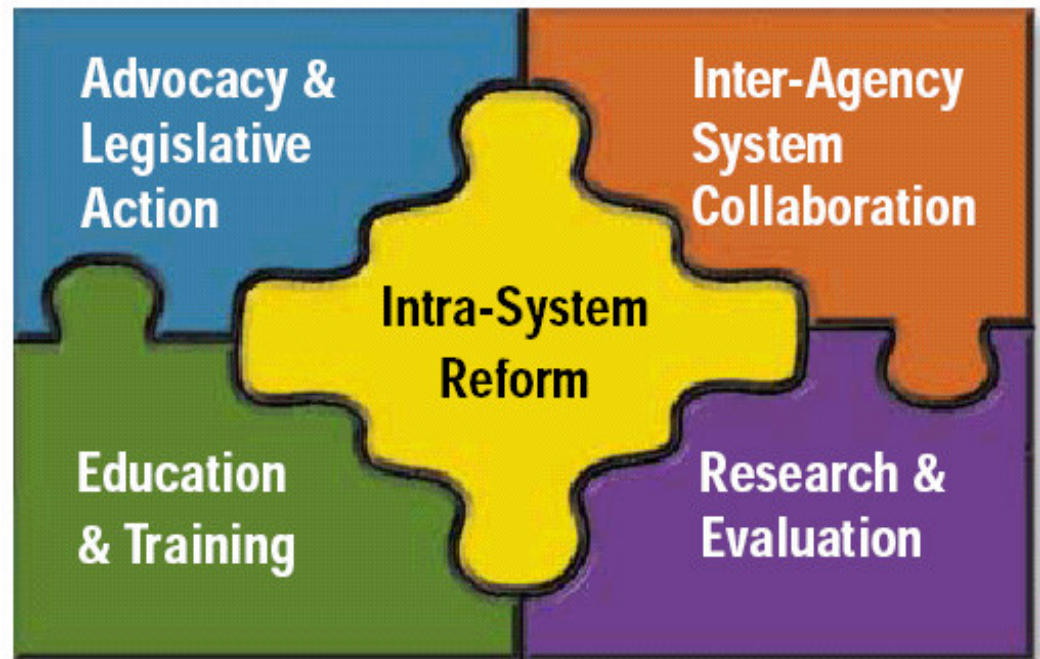
- Determining the Definition of Successful Employment
- Culture Change in State Systems
- Employment Interventions for Investment
- Provision of Technical Assistance
- Education in Benefits and Work Incentives



# Working For Recovery

## Activities from this initiative included:

- Statewide Employment Definition
- Research & EBP Information
- CSP Employment Guidelines
- Regional Trainings for Direct Service Staff
- Resources on Recovery & Employment
- Medicaid Buy-In Advocacy and Updates



# Where is Ohio? (after six years)

- Established a competitive employment definition

- Employment Rate (SMD)

1999      about 7%

2006          15%





# Where is Ohio? (after six years)

- Focused on EBP
- Established SE CCOE
- 14 EBP SE Sites
- Outcomes 2 - 3X state average



# What We Did Well

- Applied For and Received Federal Grants
- Promoted and Supported Benefits Counseling
- Collaborated With VR
- Created Peer Mentor
- Enlisted Existing Ohio Experts



# What We Learned Later

- We Didn't Have Baseline
- We Needed More Consumer Involvement
- Peer Support Would Emerge
- We had credibility issues



# Policy Decisions

- **Employment Point Person**
- **MH Block Grant Funds**
- **Endorsing EBP SE**

- **Only Block Grant Funds**
- **Didn't Include Jobs on ISP**
- **Don't have Voc Services on Billing System**



# Resources

- Stakeholder Symposium Report & Summary – [www.mh.state.oh.us/cnsmrrecovery/general/report.workingforrecovery.pdf](http://www.mh.state.oh.us/cnsmrrecovery/general/report.workingforrecovery.pdf)
- Work Is Recovery – consumer and family stories of employment – [www.ohioseccoe.case.edu/library/media/WorkIsRecoverySample.pdf](http://www.ohioseccoe.case.edu/library/media/WorkIsRecoverySample.pdf)
- Ohio Supported Employment Coordinating Center of Excellence – [www.ohioseccoe.case.edu](http://www.ohioseccoe.case.edu)



# Takeaways

- Set a course, get going, adjust as needed
- Aim high and provide supports
- Remove the barriers and never give up
- What we do (think, expect, & say) matters





# Ohio's Definition

**“Employment” is any activity conducted in a competitive, community work setting for which an individual is paid at least minimum wage.** No minimum hours per week or month is included in the definition, and the target population is adults, ages 18 and older, with serious and persistent mental illness.

- (1) The definition of employment for persons with severe and persistent mental health problems should not differ from the definition of employment for the rest of the population;
- (2) Research in the field almost universally uses this definition of employment, and part of the Research & Evaluation Committee's charge is to use research-based best practices in our vocational efforts. It will be difficult to apply the research findings if the definition differs from that used in the research.

# Recent Grants with an Employment Connection

- State Partnership Initiative (SPI) – SSA
- EBP Supported Employment – SAMHSA
- Johnson & Johnson – Dartmouth Community MH EBP SE
- Medicaid Infrastructure Grant (MIG) – CMS
- Transformation State Incentive Grant - SAMHSA



## Coverage Areas

The map displays the 88 counties of Ohio, categorized into three coverage areas:

- Pink (Northwest):** Williams, Fulton, Lucas, Ottawa, Defiance, Henry, Wood, Sandusky, Erie, Lorain, Cuyahoga, Lake, Ashtabula, Geauga, Trumbull, Portage, Mahoning, Putnam, Hancock, Seneca, Huron, Medina, Summit, Van Wert, Allen, Hardin, Wyandot, Crawford, Richland, Ashland, Wayne, Stark, Columbiana, Mercer, Auglaize, Logan, Union, Marion, Morrow, Knox, Holmes, Carroll, Shelby, Darke, Miami, Champaign, Delaware, Coshocton, Tuscawawas, Harrison, Jefferson, Preble, Montgomery, Clark, Madison, Franklin, Licking, Muskingum, Guernsey, Belmont, Greene, Fayette, Pickaway, Fairfield, Perry, Morgan, Noble, Monroe, Butler, Warren, Clinton, Hamilton, Clermont, Brown, Highland, Adams, Pike, Jackson, Meigs, Vinton, Athens, Washington, Ross, Scioto, Gallia, Lawrence.
- Green (Southwest):** Butler, Warren, Clinton, Hamilton, Clermont, Brown, Highland.
- White (Central and East):** Logan, Union, Marion, Morrow, Knox, Holmes, Carroll, Shelby, Darke, Miami, Champaign, Delaware, Coshocton, Tuscawawas, Harrison, Jefferson, Preble, Montgomery, Clark, Madison, Franklin, Licking, Muskingum, Guernsey, Belmont, Greene, Fayette, Pickaway, Fairfield, Perry, Morgan, Noble, Monroe, Butler, Warren, Clinton, Hamilton, Clermont, Brown, Highland, Adams, Pike, Jackson, Meigs, Vinton, Athens, Washington, Ross, Scioto, Gallia, Lawrence.

**Legal Aid Society of Greater Cincinnati**  
**Julie Honican or Andrea Zigman**  
**(513)241-9400**  
**(800)582-2682**

D. Bailey, ODMH 2007

**325 million**

**3 billion**

**12**

**325 million**  
**copies of the first six *Harry Potter* books**  
**sold worldwide**

**3 billion**

**12**

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**publishers who rejected  
*Harry Potter and the Philosopher's Stone***